AF

TAW 2161

IN THE UNITED STATES
PATENT AND TRADEMARK OFFICE

Applicant(s): Uday P. Nadkarni

Application No: 09/904,062

Filing Date: July 12, 2001

Attorney Docket No: P21,411-B USA

Title: SKILLS DATABASE MANAGEMENT SYSTEM AND METHOD

Art Group: 2161

Examiner: Coby, Frantz

CERTIFICATE OF MAILING

I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as First Class Mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450, on December 6, 2005.

Stephen J. Driscoll

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

APPELLANTS' BRIEF

By virtue of filing a Notice of Appeal on September 1, 2005 (which was received by the Patent and Trademark Office on September 6, 2005), appellants have appealed the final rejection of the Examiner mailed on March 1, 2005 (hereinafter the "Final Rejection").

Applicant also petitions hereby for a one-month extension of time thereby extending the time for response through December 6, 2005.

The Commissioner is authorized to charge deposit Account No. 19-5425 for fees in connection with this the appeal brief as set forth in §1.17 (c) and for the petition for extension of time.

12/14/2005 HGUTEMA1 00000031 195425 09904062
01 FC:2402 250.00 DA

12/14/2005 HGUTEMA1 00000031 195425 09904062
02 FC:2251 60.00 DA

1. REAL PARTY IN INTEREST

The present application is assigned to Infinix Corporation having its principal place of business at 666 Plainsboro Road, Plainsboro New Jersey. Accordingly, Infinix Corporation is the real party in interest.

2. RELATED APPEALS AND INTERFERENCES

The appellant, assignee and the legal representatives of both are unaware of any other appeal or interference which will directly affect or be directly affected by or have a bearing on the Board's decision in this appeal.

3. STATUS OF CLAIMS

a. Claims canceled: 1-20

b. Claims withdrawn from consideration but not canceled: None

c. Claims pending: 21-39

d. Claims allowed: none

e. Claims rejected: 21-39

f. Claims appealed: 21-39.

Appealed claims 21-39 as currently pending are attached as Appendix A hereto.

4. STATUS OF AMENDMENTS

The preliminary amendment filed on 12 March 2003 has been entered.

5. SUMMARY OF CLAIMED INVENTION

The claimed invention recites a method of exchanging employment information. Specifically, claim 21 recites (a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields; (b) searching a database using the search query containing the parameters in one or more predetermined fields; and (c) outputting results of the search. (Appln. p. 6, ll. 1-13). Accordingly, prospective employers accessing the system respond to prompts to create a query that is used to define and perform a search of the database while a candidate accessing the system responds to prompts to create, for example, a experience or skill profile and a résumé, or to update a profile/résumé already on

file (claims 30, 31). (*Id.* at p. 3, ll. 15-20). The process also may comprise providing the employer with a display of candidates meeting the search criteria (claim 34), and for quantitative comparison of the candidates' experience and skills. (*Id.*) In addition, the process may allow a candidate to update his information, e.g., his availability status (claim 29), and/or retrieve information from the database via a telephone or other communicative link. (*Id.* at ll. 19-21)

The claimed invention facilitates standardization, segmentation, and organization of the candidate's skill profile and résumé. Standardization is achieved through the use of system prompts directed to the employers when formulating a search query, and, preferably, the candidates when populating the database. This ensures that both the candidate and the employer will use the same terminology, thus preventing the spelling, spacing, case, and most importantly, the language of the database from being an issue in the search. Therefore, accuracy and efficiency in selecting data to satisfy a query is facilitated. (*Id.* at 22-28).

The segmentation of the data, for example, the capturing of a candidate's skills or experiences in separate, specific fields (claim 22) (e.g. "Profession", "Category", "Skill", "Specialty" (claim 24)), allows for very precise categorization of skills and experience. As such, the query can be focused and precise and does not rely on the awkward, inefficient, and often error-prone searching of fragments or character strings within long fields. Additionally, in a preferred embodiment, a length-of-time field exists for each skill/category (claim 24, 26) and allows for the summation of time-per-skill across various stretches of employment. In other words, the system can quantify length of experience for a particular skill over discontinuous periods of time. This feature is extremely beneficial since overall experience, not continuous experience, is of primary concern to most employers. (*Id.* at p. 4, ll. 1-9.)

The organization of the data in database fields allows for sophisticated searching, sorting, and manipulation of the data. With such an organization, it is possible to create queries that can be easily broadened, narrowed, or fine-tuned as warranted after each search to achieve a suitable pool of candidates. If a query results in only one candidate, the employer can broaden the scope of the query to increase its prospects. The several layers of fields that remain linked in the relational database make it possible for an employer to create

sophisticated queries based on many combinations of fields and thereby increase the chances of finding the most attractive candidates. This type of flexibility assists an employer in pinpointing very specific combinations of skills in candidates if it so chooses. It also eliminates the chance of a qualified candidate being overlooked had such skills not been captured so precisely. Customized sorting and manipulation of data is also made possible through this type of database. Data can be displayed in the most optimal manner for each search as determined by the employer. (*Id.* at 10-21)

Independent claim 38 is directed to a method of offering a user access to a database comprising candidate resumes and/or employment opportunities. Specifically, the claim recites the steps of: (a) limiting access to said database to a selected group of users; (b) prompting a user to select a combination of hierarchical fields of said database; (c) configuring a query based on said combination; (d) searching said database using said query; and (e) outputting the results of said search to said user. Preferably, the user is required to pay for access to the database (claims 33, 39). (*Id.* at p. 10, ll-1-9.)

6. ISSUES

ISSUE INVOLVING CLAIMS 21-39

Whether the Examiner properly rejected the 37 CFR §1.131 Declaration.

7. GROUPING OF CLAIMS

Claims 21-39 stand or fall together

8. ARGUMENT

THE 37 C.F.R §1.131 DECLARATION FILED BY APPLICANT IS SUFFICIENT TO REMOVE TAYLOR AND HARTMAN AS REFERENCES.

By way of background, Applicant replied to the initial office action of 7 May 2004 in which Taylor (US Patent No. 5,832,497) and Hartman et al. (US Patent No. 5,758,324) were cited as prior art by submitting a 37 C.F.R. §1.131 Declaration (herein "1st Declaration," copy attached), swearing behind these patents to eliminate them as prior art references.

In his Final Rejection, the Examiner stated that he acknowledged Applicant's remarks that Taylor and Hartman, are not prior art, but notes that "Applicant fails to specifically point out or map specific portions that correspond to specific limitations of the pending claims 21-39 in the Applicant's submitted window print outs of Exhibits A-D." The Examiner adds that *"[i]f the Applicants believe that the invention as claimed is described in the Applicants' Exhibits as indicated in the declaration, an indication as to where the cited claims language are taught in the portion of the Applicants' Exhibits B-D would not be difficult to show."* (Final, emphasis added.)

In response, Applicant submitted a supplemental 37 CFR §1.131 Declaration (herein "2nd Declaration," copy attached) which included additional screen shots (Exhibits E-R) generated using the program referred to in the 1st Declaration. Applicant submitted that the 2nd Declaration addressed the Examiner's concerns by specifically correlating each and every element of the claimed invention to the attached exhibits.

Despite the detail of the 2nd Declaration and the addition of fourteen (14) new screen shots, the Examiner essentially maintained the same rejection of the declaration. Specifically, the Examiner stated in the Advisory Action of July 11, 2005 as follows:

> The supplemental affidavit failed to show that every claim limitations independent as well as dependent have specifics that correspond to specific part of the Applicant's Printout in Exhibits A-D. *If the Applicants believe that the invention as claimed is described in the Applicants' Exhibits as indicated in the declaration, an indication as to where the cited claims language are taught in the portion of the Applicants' Exhibits B-D would not be difficult to show."*

(Advisory Action, emphasis added.) Therefore, the Examiner not only maintains his rejection of the declaration, but even repeats verbatim his last rejection notwithstanding that the new declaration relies on new Exhibits E-R extensively.

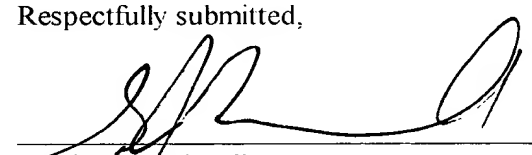
Since the rejection appeared to ignore the 2nd Declaration and instead seemed to relate back to the 1st Declaration, Applicant believed that the rejection must have been the result of some confusion or miscommunication with the Examiner and pursued an examiner interview. Although an examiner's interview was eventually granted, the rejection was maintained with

essentially no more clarification of the reasoning behind the rejection beyond that provided in the Advisory Action.

Therefore, based on the Examiner's reasoning provided in the Advisory Action, applicants submit that the Examiner has improperly rejected the 2nd Declaration. Specifically, a review of the 2nd Declaration clearly shows that each and every element is correlated to the evidence submitted. Applicant submits that this fact is self evident and requires no further elaboration. Accordingly, the Board is respectfully requested to overturn the Examiner's rejection and find the 2nd Declaration sufficient to remove Taylor and Harman as references.

In view of the above, it is submitted that the claims of the present application are in condition for allowance, and a decision to that effect is respectfully requested.

Respectfully submitted,



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APPENDIX A - PENDING CLAIMS

1-20. (canceled)

21. (previously presented) A method of exchanging employment information, said method comprising the following steps:

(a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields;

(b) searching a database using said search query containing said parameters in one or more predetermined fields; and

(c) outputting results of the search.

22. (previously presented) The method of claim 21, wherein, in step (a), parameters are specified within two or more predetermined fields.

23. (previously presented) The method of claim 22, wherein at least a portion of said predetermined fields are hierarchical.

24. (previously presented) The method of claim 23, wherein said predetermined fields comprise a plurality of professions, a plurality of subcategories within each profession, and a time duration for each subcategory.

25. (previously presented) The method of claim 23, wherein said predetermined fields comprise a plurality of educations and a degree for each education.

26. (previously presented) The method of claim 24, wherein, step (a) comprises:

prompting said user to select a profession from a plurality of professions;

prompting said user to select a subcategory from a plurality of subcategories for said profession; and

prompting said user to specify a time requirement for said subcategory.

27. (previously presented) The method of claim 21, wherein said process further comprises:

modifying said query after step (c).

28. (previously presented) The method of claim 21, wherein said process further comprises scheduling an interview with a candidate.

29. (previously presented) The method of claim 28, wherein said process further comprises receiving an indication of availability via a telecommunicative link from a candidate.

30. (previously presented) The method of claim 21, further comprising:

populating said database with data by prompting a second user for information related to at least a portion of said predetermined fields.

31. (previously presented) The method of claim 30, wherein populating said database comprises:

prompting said second user to select a profession from a list of professions;

prompting said second user to select a subcategory of said profession from a list of subcategories of said profession; and

prompting said user to attribute a time duration for said subcategory.

32. (previously presented) The method of claim 30, wherein populating said database includes entering educational information and job preferences.

33. (previously presented) The method of claim 30, wherein populating said database includes agreeing to charges for said resume service.

34. (previously presented) The method of claim 21, wherein, in step (c), results of the search are displayed graphically and/or in a tabular fashion.

35. (previously presented) The method of claim 10, wherein said step (c) comprises sorting said results according to said fields.

36. (previously presented) The method of claim 21, wherein said user interacts with said database over a telecommunicative link.

37. (previously presented) The method of claim 21, wherein said database is a relational database.

38. (previously presented) A method of offering a user access to a database comprising candidate resumes and/or employment opportunities, said method comprising the steps of:

(a) limiting access to said database to a selected group of users;

(b) prompting a user to select a combination of hierarchical fields of said database;

(c) configuring a query based on said combination;

(d) searching said database using said query; and

(e) outputting the results of said search to said user.

39. (previously presented) The method of claim 38, wherein limiting access comprises requiring said user to pay for use of said database.--

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PATENT AND TRADEMARK OFFICE

Applicant(s): Uday P. Nadkarni

Application No: 09/904,062

Filing Date: July 12, 2001

Attorney Docket No: P21,411-B USA

Title: SKILLS DATABASE MANAGEMENT SYSTEM AND METHOD

Art Group: 2161

Examiner: Coby, Frantz

CERTIFICATE OF MAILING VIA FEDERAL EXPRESS

I hereby certify that this correspondence is being mailed via Federal Express (Tracking No. 7929 4862 7697) in an envelope addressed to: United States Patent and Trademark Office, Customer Service Window, Mail Stop AF, Randolph Building, 401 Dulany Street, Alexandria, VA 22314 on June 14, 2005.

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SUPPLEMENTAL DECLARATION UNDER 37 C.F.R. §1.131

1. This declaration is being filed to supplement the declaration that was filed with the reply of October 7, 2004, to establish completion of the invention in the above-identified application in the United States, at a date prior to August 10, 1995. (It is worthwhile to note that the previously filed declaration was a copy of the declaration filed in the prosecution of the parent case (Application No. 09/130,819) of the above-identified application.)

2. Attached hereto as Exhibit A is a disk containing a program which was referred to in the previously-filed declaration. It was inadvertently omitted from the previous filing, although it was included with the original filing of the declaration for Application No. 09/130,819.

3. Using this program, I generated a number of screens evidencing the reduction to practice of different features of the process and system of the claimed invention. I printed these screens, which are attached hereto as Exhibits E-R. The following table correlates these screens, along with those submitted with the previous declaration, to the elements of the claimed invention.

Claim Element	Evidence of Reduction to Practice
21. A method of exchanging employment information, said method comprising the following steps:	
(a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields;	Exhibits E–I show screens in which the user is prompted to select certain fields to build a search query—specifically, profession (Exhibit E), category (Exhibit F), Skill (Exhibit G), experience (Exhibit H) and usage level (Exhibit I).
(b) searching a database using said search query containing said parameters in one or more predetermined fields; and	The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of

	Exhibit A provides sample results of a search that would be returned by the database or file management system.
(c) outputting results of the search.	Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data (e.g., total experience, education, availability).
22. The method of claim 21, wherein, in step (a), parameters are specified within two or more predetermined fields.	Exhibits E-I show different screens used in building a search query based on seven different fields (i.e., education, degree, profession, category, skill, experience and usage).
23. The method of claim 22, wherein at least a portion of said predetermined fields are hierarchical.	Exhibit I shows a search screen in which usage level (e.g., intermediate) is a subfield skill (e.g., C++), which is a subfield of category (e.g., programming), which is a subfield of profession (e.g., computer software).
24. The method of claim 23, wherein said predetermined fields comprise a plurality of professions, a plurality of subcategories within each profession, and a time duration for each subcategory.	Exhibit E shows a search screen presenting a plurality of different professions (e.g., accounting, banking, computer software). Exhibit F shows a subsequent screen in which different categories (e.g., compilers,

	databases, programming) are presented for a particular profession, in this case computer software. Exhibit G shows the next screen in sequence in which different skills (e.g., ALGOL, ASSEMBLER, C++) are presented for a particular category, in this case programming. Finally, Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill.
25. The method of claim 23, wherein said predetermined fields comprise a plurality of educations and a degree for each education.	Exhibit L shows a screen in which the user is prompted to select a discipline (i.e., education) and Exhibit K shows a screen in which the user is prompted to select a degree for the education.
26. The method of claim 24, wherein, step (a) comprises: prompting said user to select a profession from a plurality of professions;	Exhibit E shows a search screen which prompts the user to select a profession by using a pull down menu listing a number of different professions (e.g., accounting, banking, computer software).
prompting said user to select a subcategory from a plurality of subcategories for said profession; and	Exhibit F shows a subsequent screen which prompts the user to select a subcategory of a profession by using a pull down menu listing a number of different categories within the profession (e.g., compilers, databases,

	programming), and Exhibit G shows the next screen in sequence, which prompts the user to select a further subcategory of a profession by using a pull down menu listing a number of different skills within a particular category (e.g., ALGOL, ASSEMBLER, C++).
prompting said user to specify a time requirement for said subcategory.	Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill.
27. The method of claim 21, wherein said process further comprises:	
modifying said query after step (c).	Exhibit J shows a screen displaying refinements of search queries by making small changes to its parameters and running it again - each row in the box at bottom corresponds to a version of the query and the number of resumes shown is the number of qualified candidates it found.
28. The method of claim 21, wherein said process further comprises scheduling an interview with a candidate.	Exhibit D shows a screen displaying the resume of a particular candidate. Checking the box entitled "Interview" initiates the scheduling of an interview.
29. The method of claim 28, wherein said process further comprises receiving	Exhibit M shows a screen for prompting the candidate for information which includes

an indication of availability via a telecommunicative link from a candidate.	availability (see lower right of center of screen). Once this information is inputted, it is transmitted as shown in Exhibit P
30. The method of claim 21, further comprising:	
populating said database with data by prompting a second user for information related to at least a portion of said predetermined fields.	Exhibits M-O show screens for prompting the candidate for information related to a number of predetermined fields. For example, the screen of Exhibit M prompts the candidate for contact information, the screen of Exhibit N prompts the candidate for education information, and the screens of Exhibit O prompt the candidate for information relating to category, skills and experience as mentioned above.
31. The method of claim 30, wherein populating said database comprises:	
prompting said second user to select a profession from a list of professions;	Exhibit M shows a screen prompting a user to input information into a profession field by means of a pull down menu.
prompting said second user to select a subcategory of said profession from a list of subcategories of said profession; and	Exhibit O shows screens prompting a user to input information in a category field within the profession and in a skill field for each category.
prompting said user to attribute a time	Referring again to Exhibit O, the candidate

duration for said subcategory.	enters individual 'projects' under the Experience subheading. For each project, the candidate may enter a time duration (From – To), and further enter a category of skills, and some skills within that category and a type or level of usage for that skill. The time period for that skill or category is inferred by the system from the project time duration under which these subcategories are entered
32. The method of claim 30, wherein populating said database includes entering educational information and job preferences.	The screens of Exhibits N and M prompt the candidate for education information and profession, respectively.
33. The method of claim 30, wherein populating said database includes agreeing to charges for said resume service.	Exhibit Q shows a screen containing the agreement (shown essentially blank) between the service provider and the candidate. Such an agreement would contain provisions of payment and other terms and conditions of providing the service.
34. The method of claim 21, wherein, in step (c), results of the search are displayed graphically and/or in a tabular fashion.	Exhibit C shows a screen displaying a table of search results. The candidates in this table are listed along with their respective field data
35. The method of claim 10, wherein	Exhibit C shows a screen displaying a table

said step (c) comprises sorting said results according to said fields.	of search results in which the candidates are listed along with their respective field data
36. The method of claim 21, wherein said user interacts with said database over a telecommunicative link.	Exhibit R shows a log-in screen to enable the user to interact with the database over a telecommunicative link.
37. The method of claim 21, wherein said database is a relational database.	It is not clear how one would go about showing that the program of Exhibit A provides a query for a relational database. Suffice it to say, however, that the fields in the query and the candidate data are such that they can be used with known and commercially-available relational database or file management systems.
38. A method of offering a user access to a database comprising candidate resumes and/or employment opportunities, said method comprising the steps of:	
(a) limiting access to said database to a selected group of users;	Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users.
(b) prompting a user to select a combination of hierarchical fields of said	Exhibits E–I show screens in which the user is prompted to select certain hierarchical

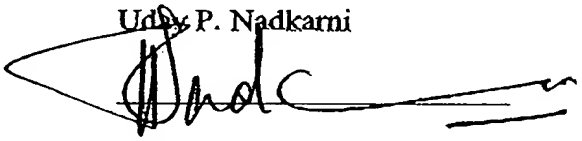
database;	fields —specifically, profession (Exhibit E), category within profession (Exhibit F), skill within category (Exhibit G), experience within skill (Exhibit H) and usage level for the skill (Exhibit I).
(c) configuring a query based on said combination;	Referring to Exhibits G-I, a more specific query is configured as successive fields are selected.
(d) searching said database using said query; and	The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of Exhibit A provides sample results of a search that would be returned by the database or file management system.
(e) outputting the results of said search to said user.	Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data
39. The method of claim 38, wherein limiting access comprises requiring said user to pay for use of said database.	Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users. Although not shown explicitly, it can be reasonably inferred that

	to obtain a password, and thereby access to the database, some form of compensation would be required.

4. As the person signing below:

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful statements may jeopardize the validity of the application or any patent issued thereon.

Inventor: Uday P. Nadkarni

Signature: 

Residence: 52 Jamie Court
Monmouth Junction, NJ 08852

Citizenship: United States of America

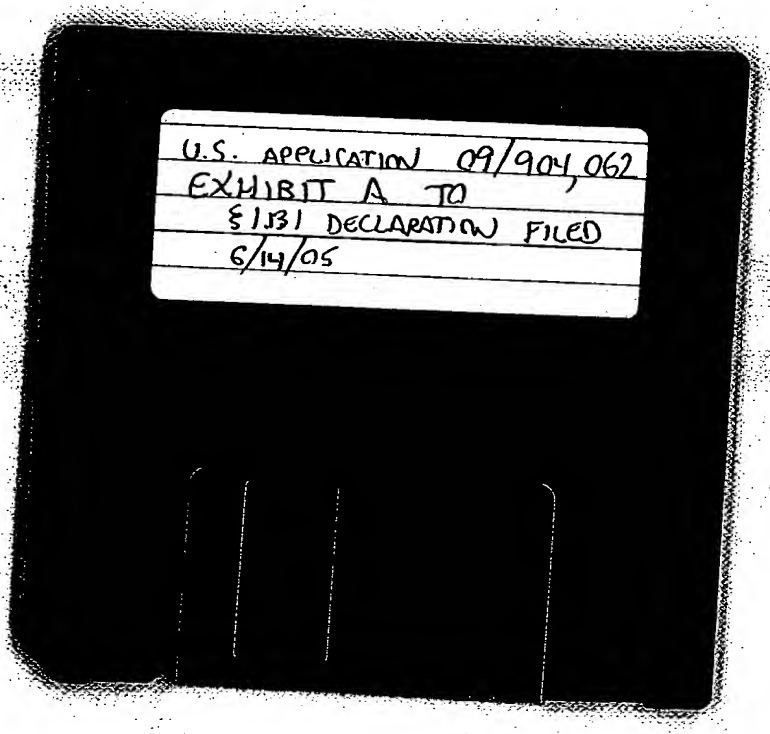


EXHIBIT E

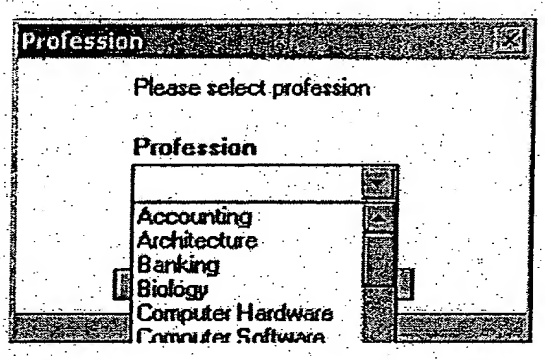

Profession
Please select profession
Profession
Accounting
Architecture
Banking
Biology
Computer Hardware
Computer Software

EXHIBIT F

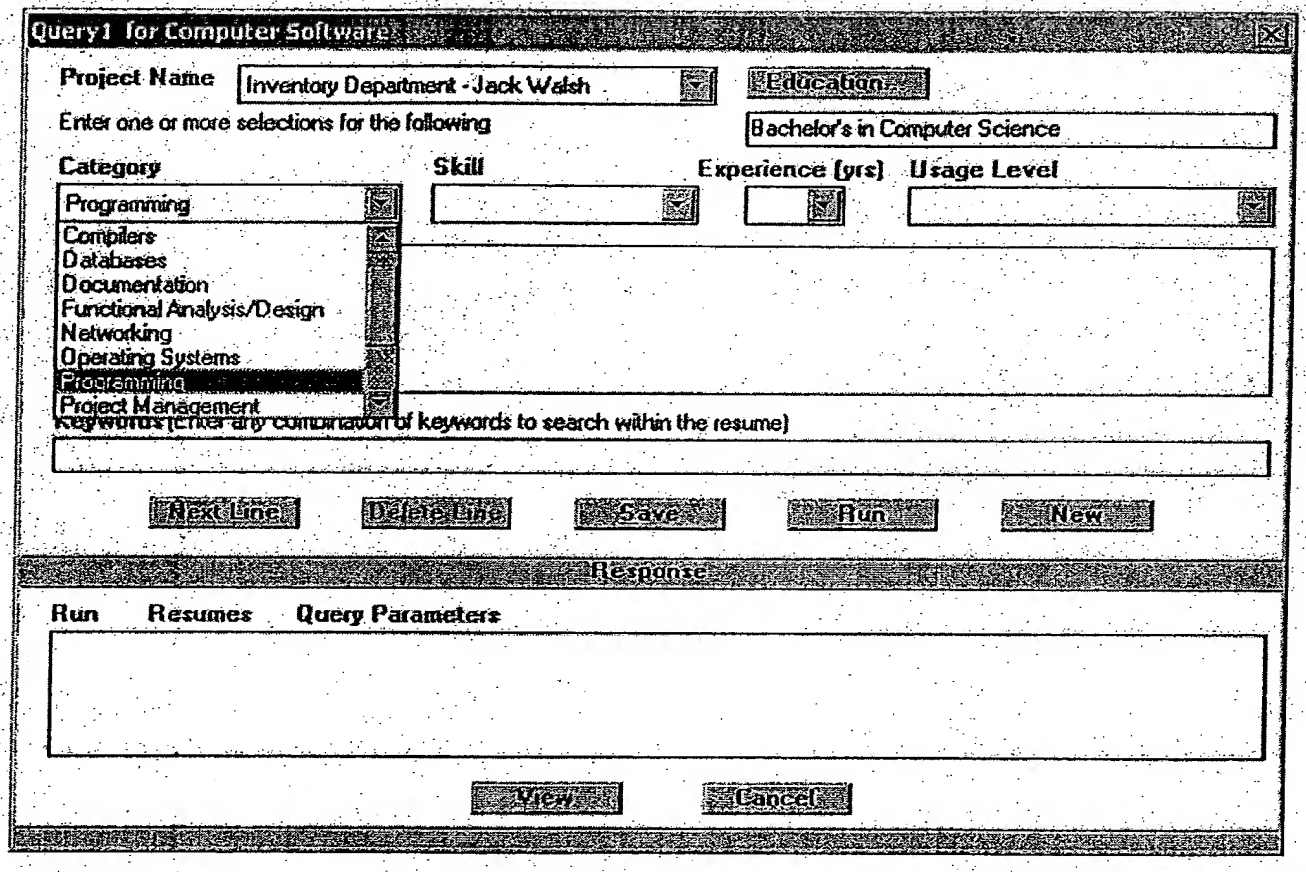

Query1 for Computer Software
Project Name
Inventory Department - Jack Walsh
Education
Enter one or more selections for the following
Bachelor's in Computer Science
Category
Skill
Experience (yrs)
Usage Level
Programming
Compilers
Databases
Documentation
Functional Analysis/Design
Networking
Operating Systems
Programming
Project Management
Keywords (enter any combination of keywords to search within the resume)
Next Line
Delete Line
Save
Run
New
Response
Run
Resumes
Query Parameters
View
Cancel

EXHIBIT G

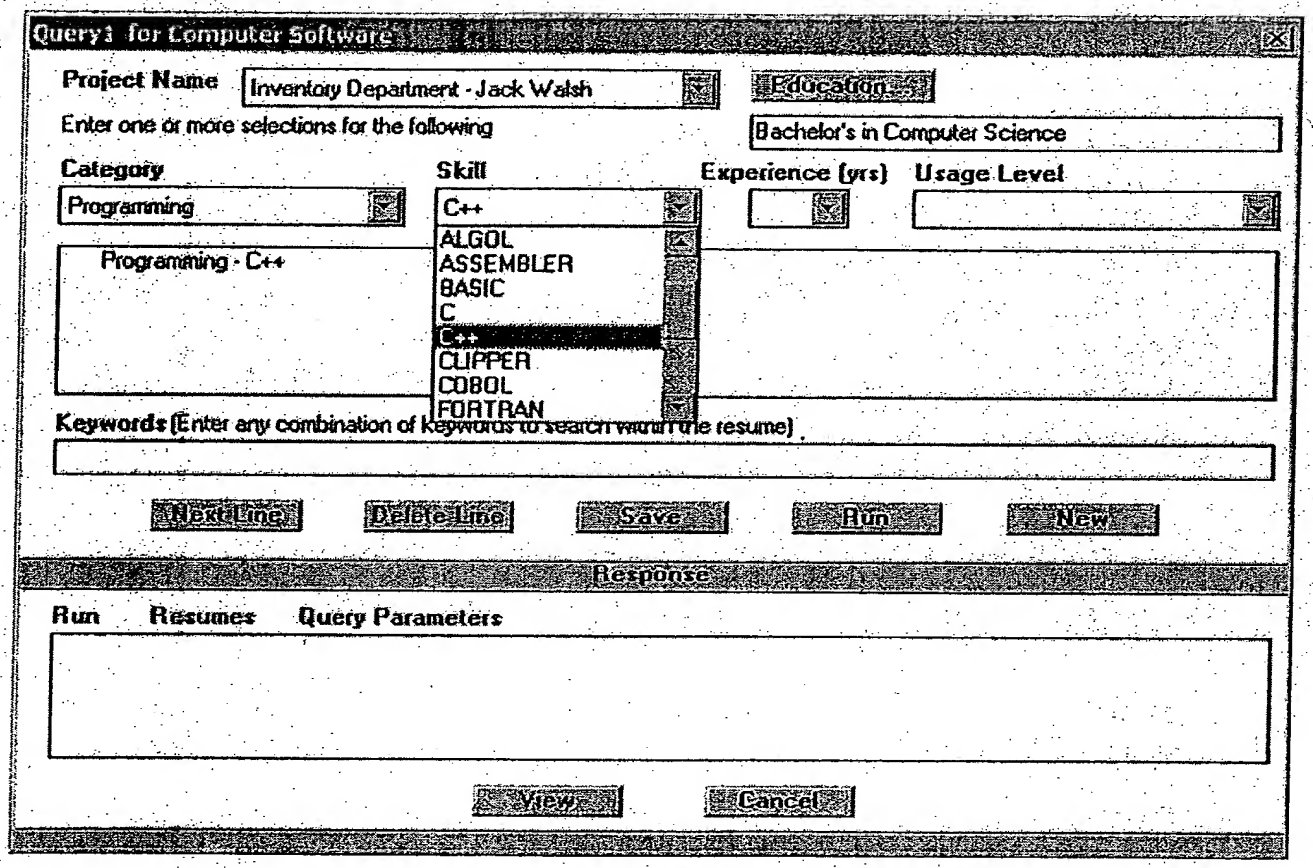

Query1 for Computer Software
Project Name
Inventory Department - Jack Walsh
Education
Enter one or more selections for the following
Bachelor's in Computer Science
Category
Skill
Experience (yrs)
Usage Level
Programming
C++
ALGOL
ASSEMBLER
BASIC
C
C++
CLIPPER
COBOL
FORTRAN
Programming - C++
Keywords (Enter any combination of keywords to search within the resume)
Next Line
Delete Line
Save
Run
New
Response
Run
Resumes
Query Parameters
View
Cancel

EXHIBIT H

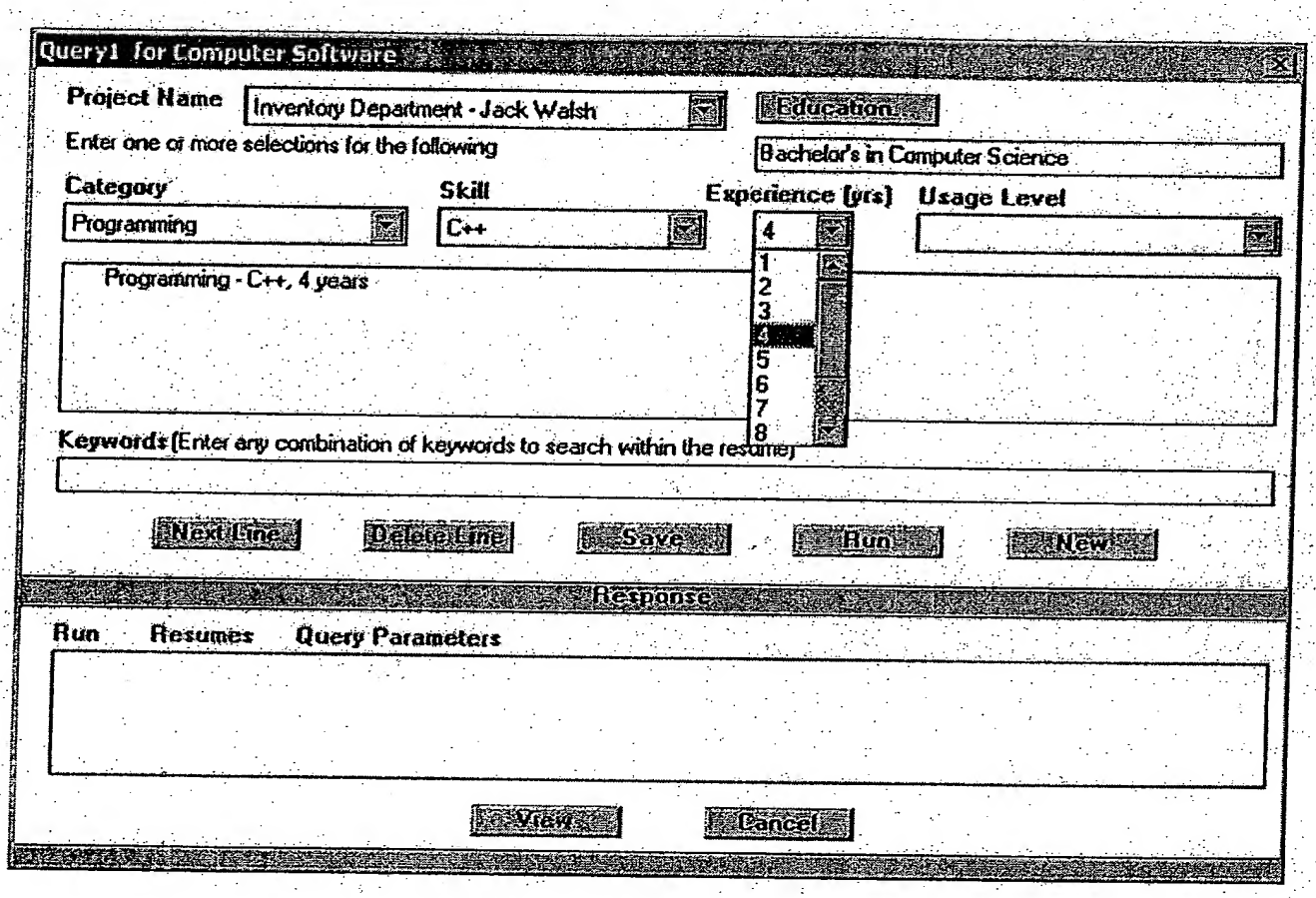

Query1 for Computer Software
Project Name
Inventory Department - Jack Walsh
Education...
Enter one or more selections for the following
Bachelor's in Computer Science
Category
Programming
Skill
C++
Experience (yrs)
4
Usage Level
1
2
3
4
5
6
7
8
Programming - C++, 4 years
Keywords (Enter any combination of keywords to search within the resume)
Next Line
Delete Line
Save
Run
New
Response
Run
Resumes
Query Parameters
View...
Cancel

EXHIBIT I

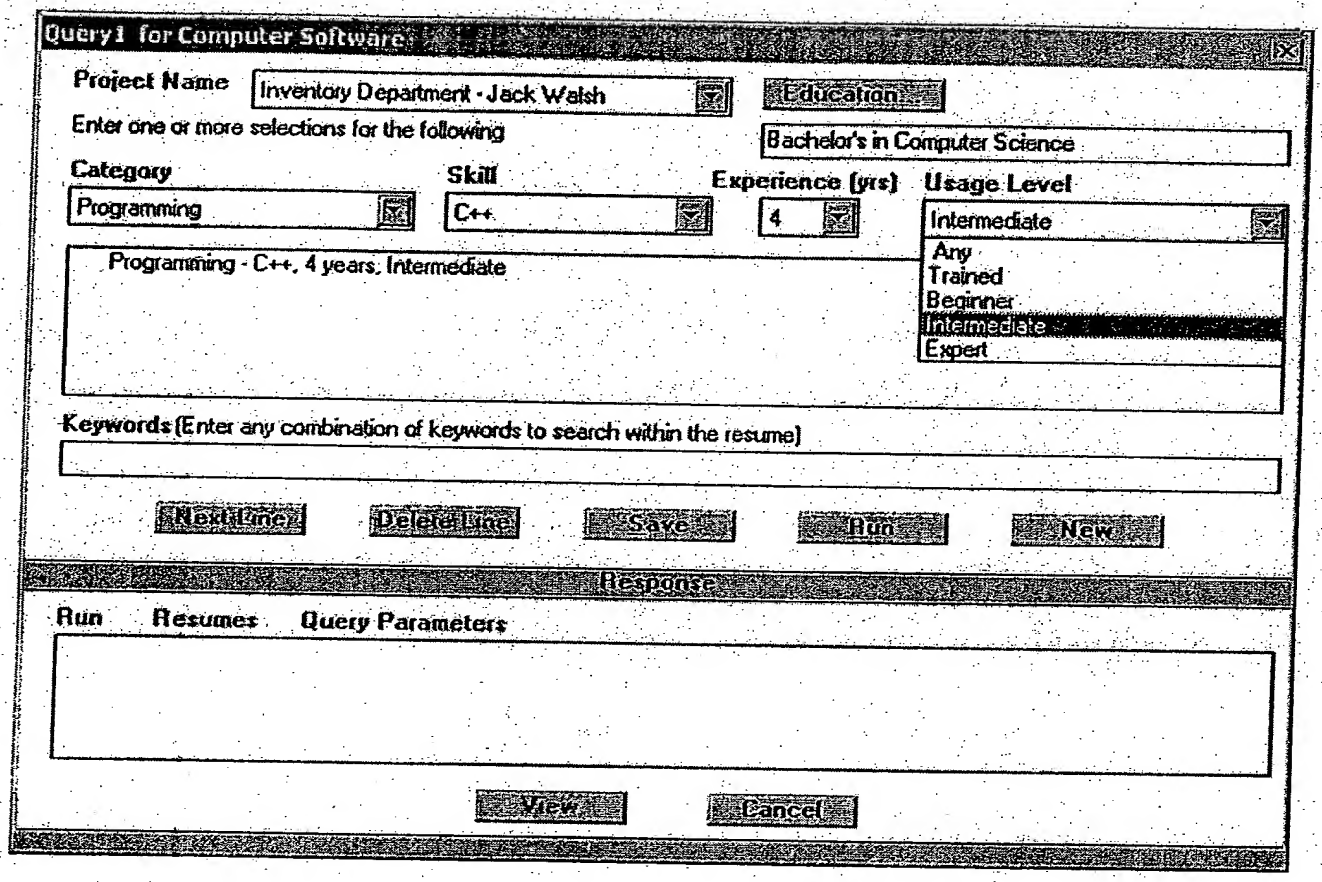

Query1 for Computer Software
Project Name
Inventory Department - Jack Walsh
Education
Enter one or more selections for the following
Bachelor's in Computer Science
Category
Programming
Skill
C++
Experience (yrs)
4
Usage Level
Intermediate
Any
Trained
Beginner
Intermediate
Expert
Programming - C++, 4 years, Intermediate
Keywords (Enter any combination of keywords to search within the resume)
Next Line
Delete Line
Save
Run
New
Response
Run
Resumes
Query Parameters
View
Cancel

EXHIBIT J

The screen below shows how a query is refined by making small changes to its parameters and running it again - each row in the box at bottom corresponds to a version of the query and the number of Resumes shown is the number of qualified candidates it found. This feature is designed to allow users to progressively tighten or loosen or change query parameters so they can get a manageable number of candidates to examine.

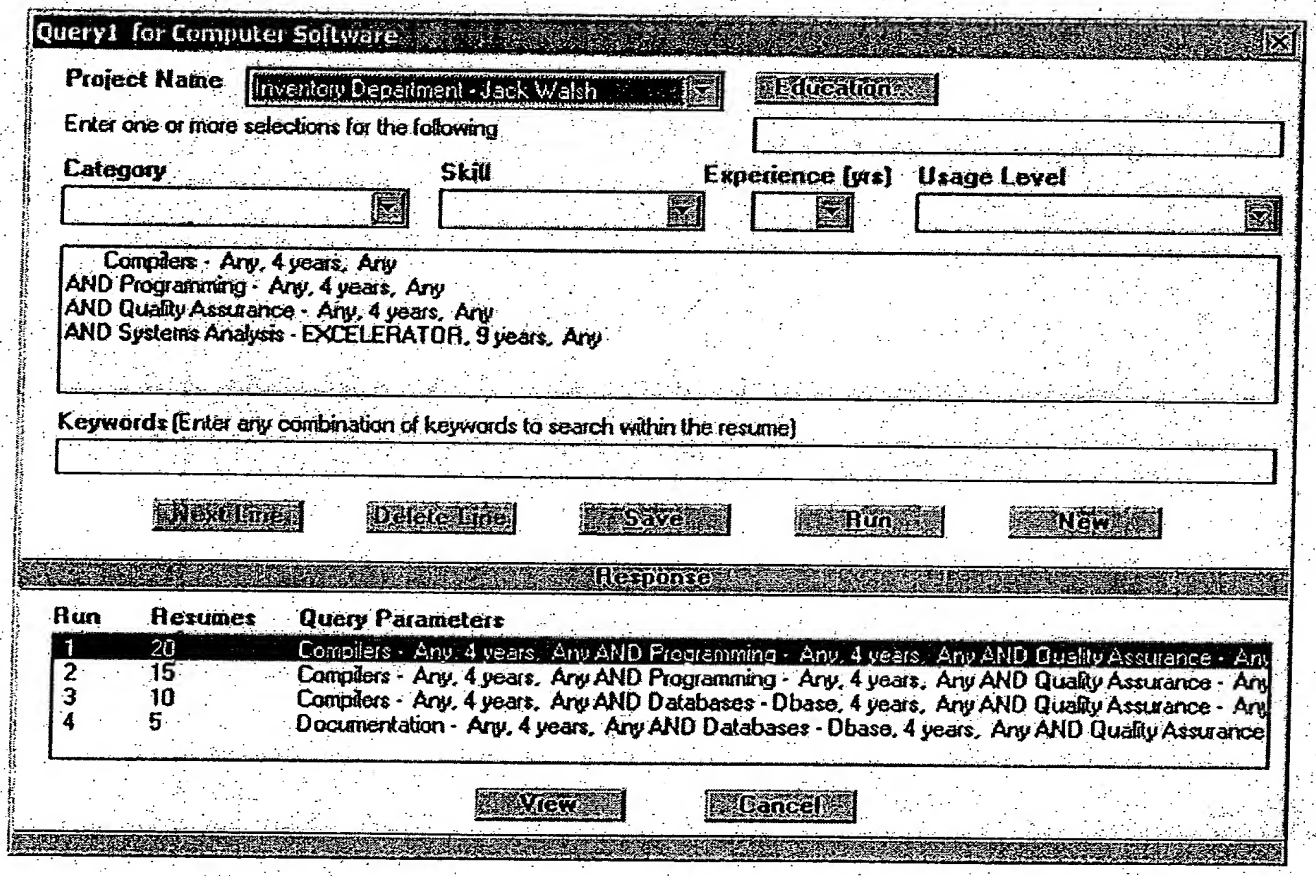


EXHIBIT K

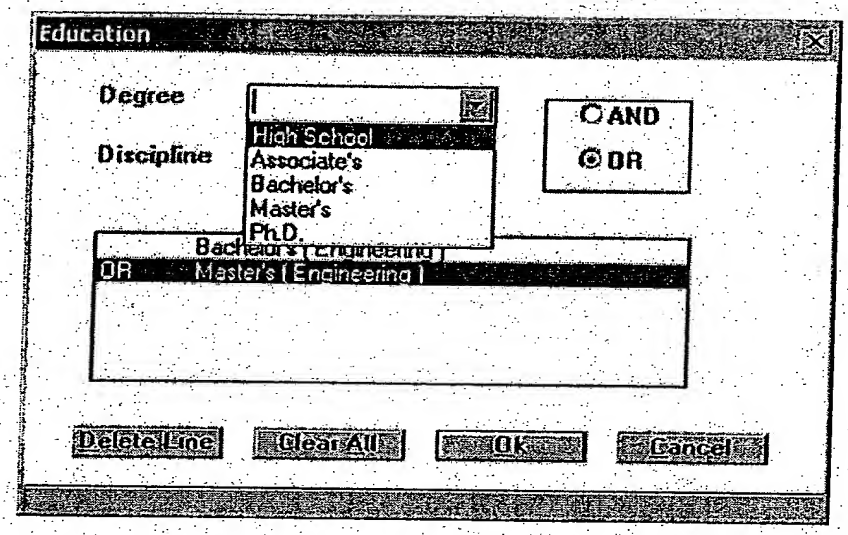

Education
Degree
Discipline
High School
Associate's
Bachelor's
Master's
Ph.D.
AND
OR
Bachelor's [Engineering]
OR
Master's [Engineering]
Delete Line
Clear All
OK
Cancel

EXHIBIT L

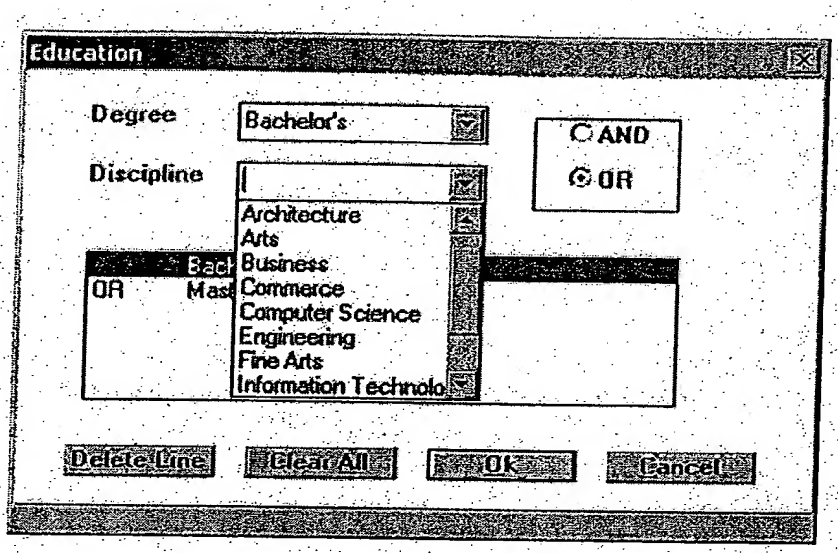

Education
Degree
Bachelor's
AND
OR
Discipline
Architecture
Arts
Business
Commerce
Computer Science
Engineering
Fine Arts
Information Technolo
OR
Delete Line
Clear All
OK
Cancel

EXHIBIT M

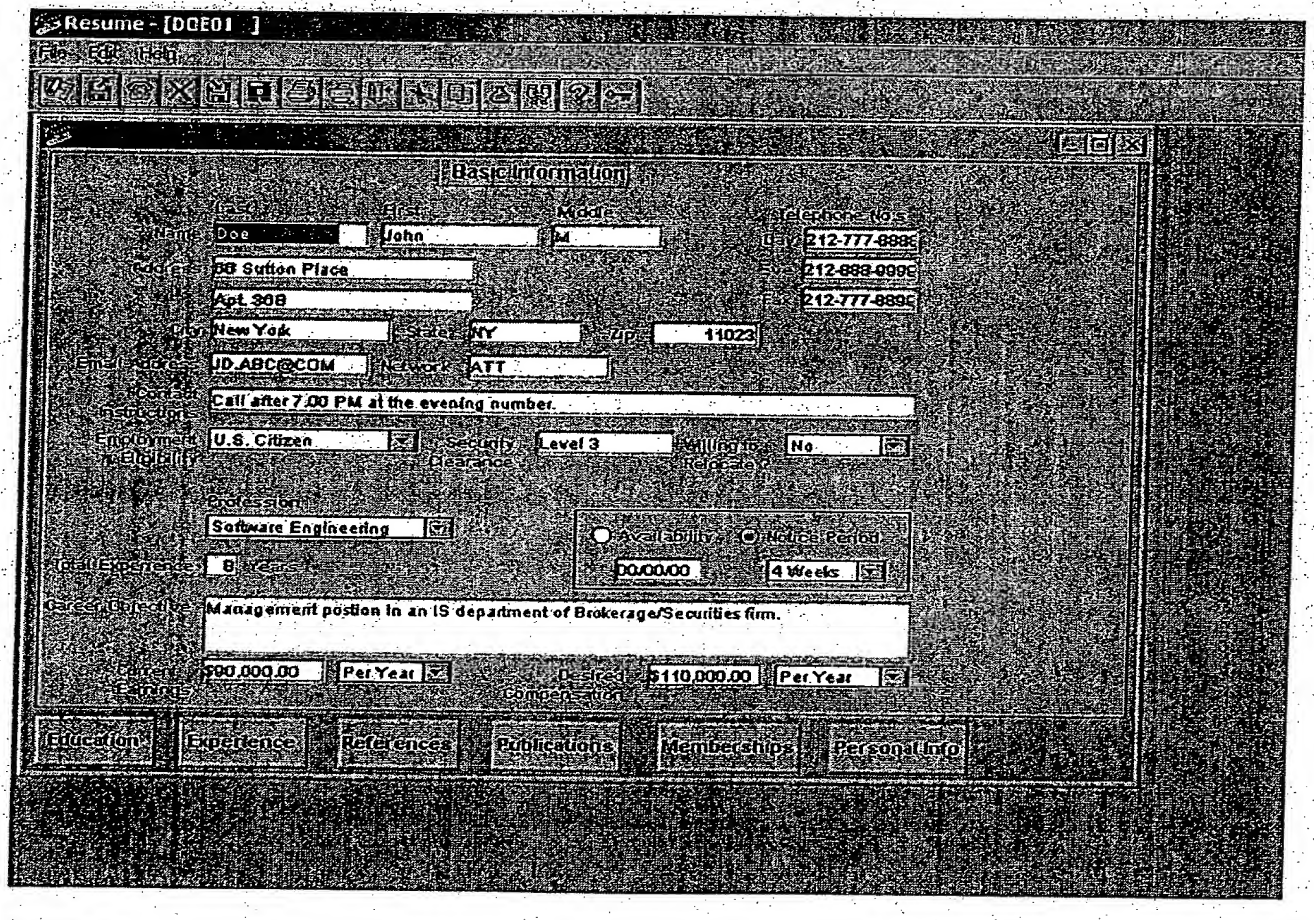

Resume - [DOE01]
Basic Information
Doe
John
M
68 Sutton Place
Apt. 36B
New York
NY
11023
JD.ABC@COM
ATT
Call after 7:00 PM at the evening number.
U.S. Citizen
Level 3
No
Software Engineering
Availability
Notice Period
4 Weeks
Management postion in an IS department of Brokerage/Securities firm.
Per Year
Per Year
Education
Experience
References
Publications
Memberships
Personal Info

EXHIBIT N

Education: Successive records of Education can be added by clicking repeatedly on the More Button

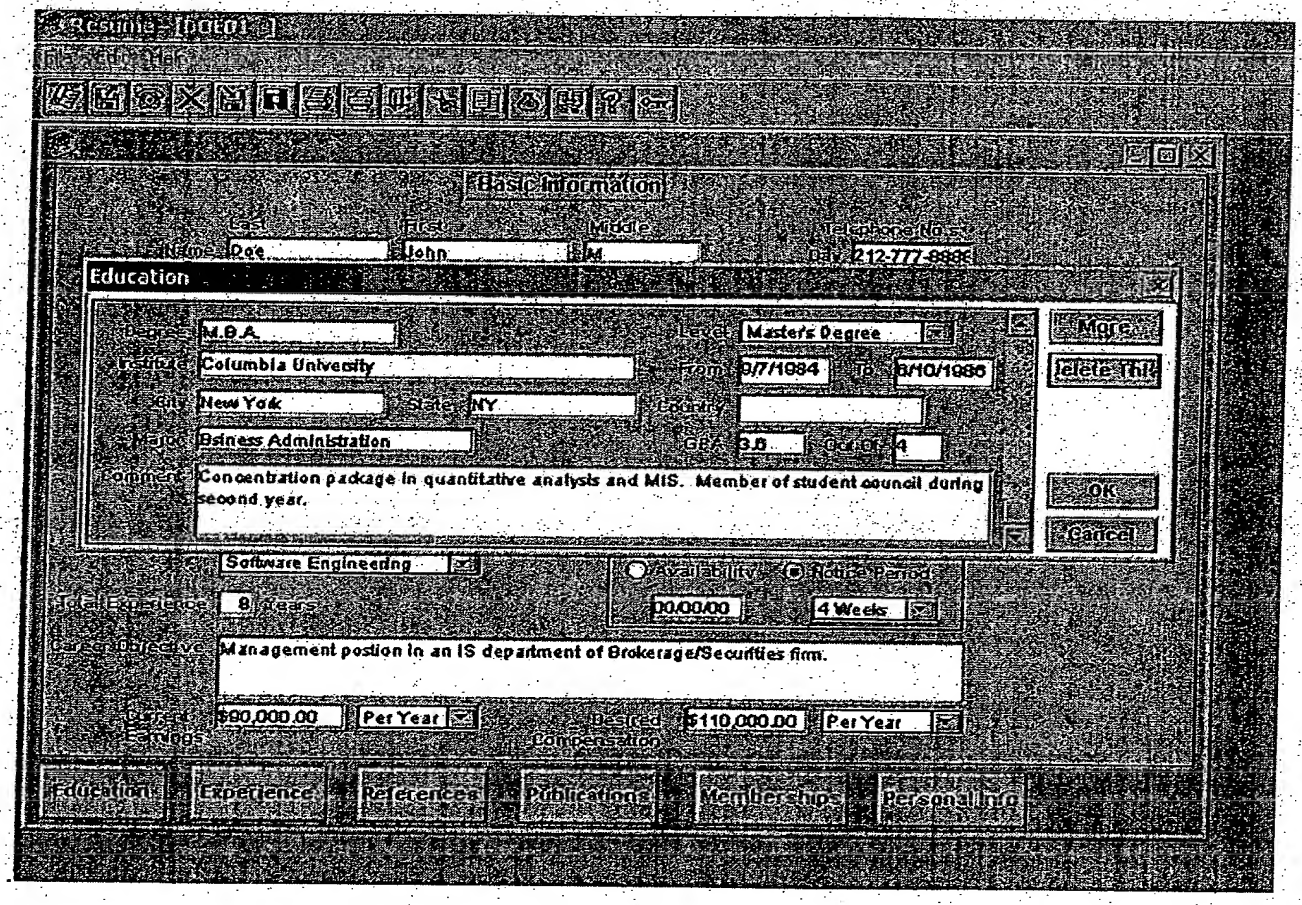


EXHIBIT O

Categories, Skills etc.: User enters individual 'projects' under the Experience subheading. For each project, the user can enter a time duration (From – To), and further enter a category of Skills, and some Skills within that Category and a type or level of Usage for that Skill. The time period for that Skill or Category is inferred by the system from the Project time duration under which these subcategories are entered.

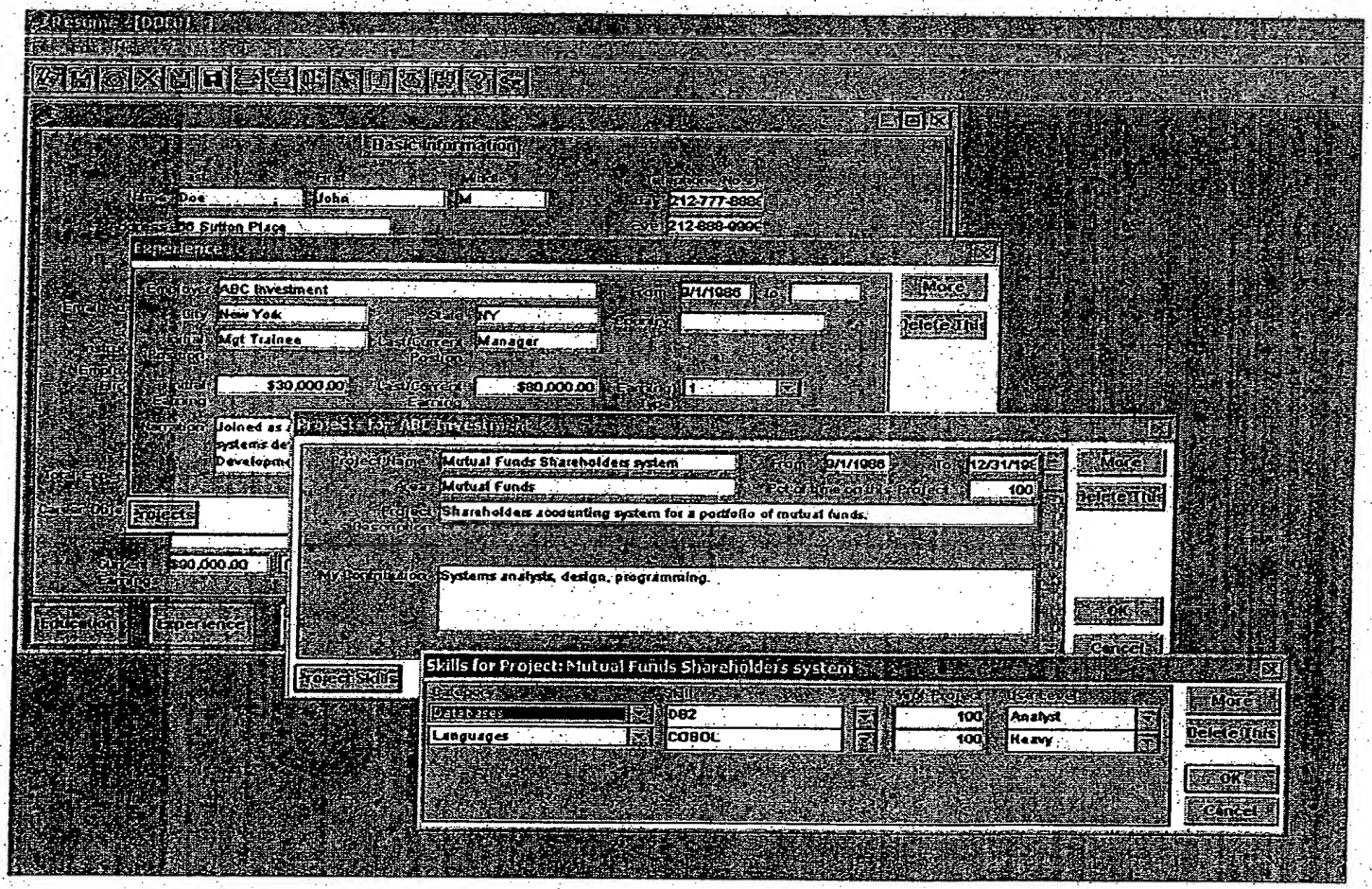


EXHIBIT P

Transmit: After completing data entry, the resume record can be Transmitted to the system database.

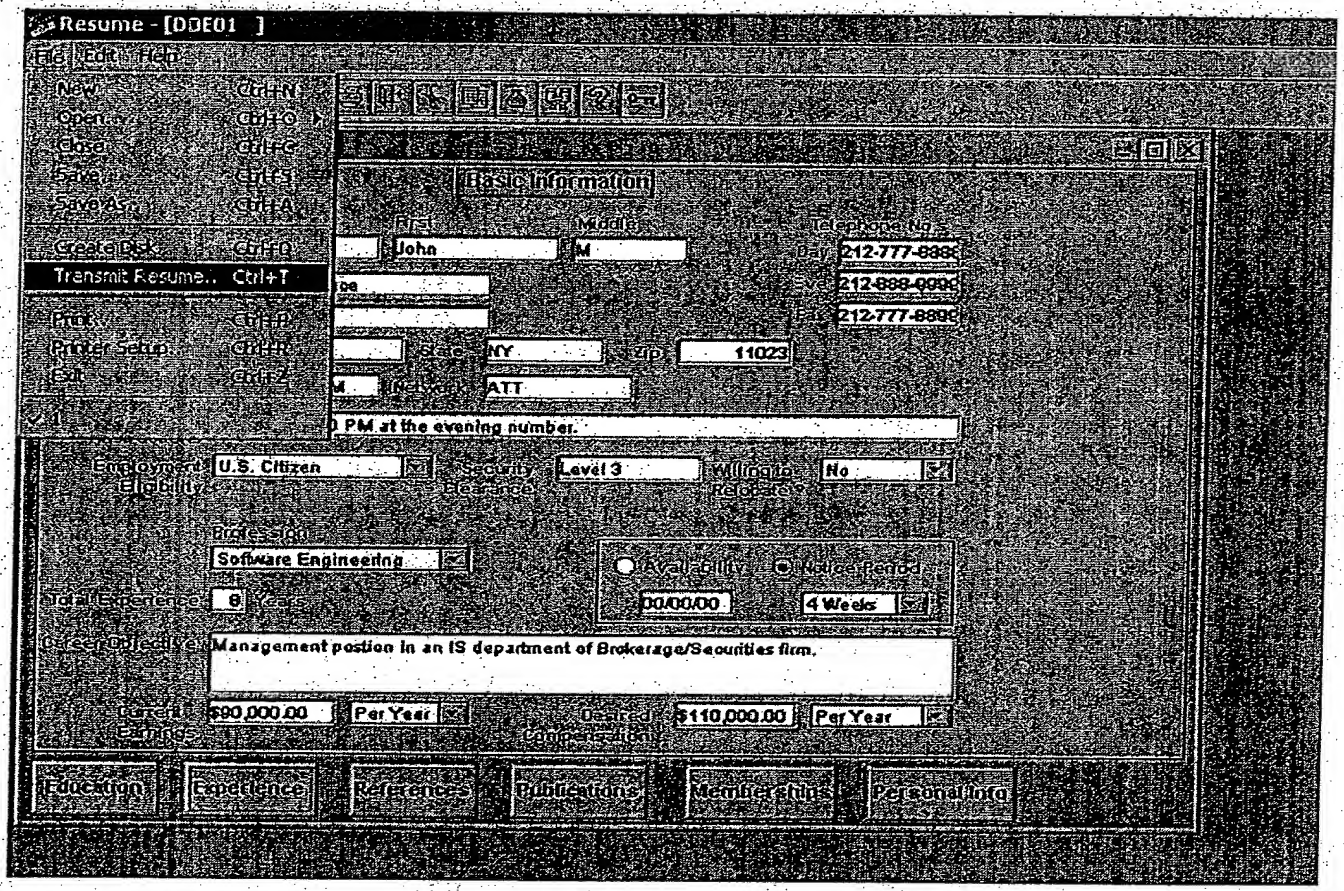


EXHIBIT Q

Example of a mechanism to enable a business transaction between the user and the entity that has the system – such as charging a fee, acting as an agent of the user, making certain representations, etc. Each customer can create their own business terms.

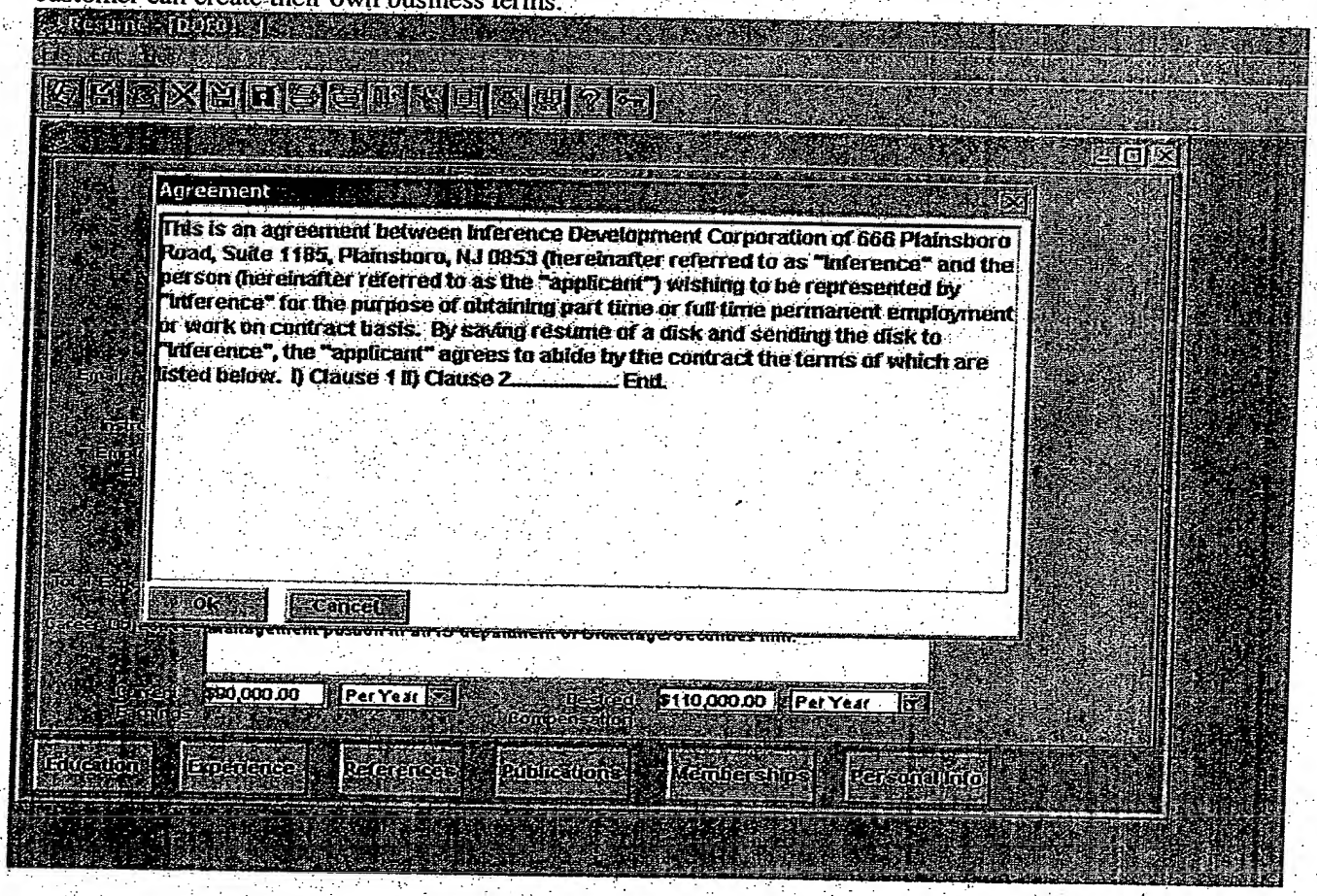
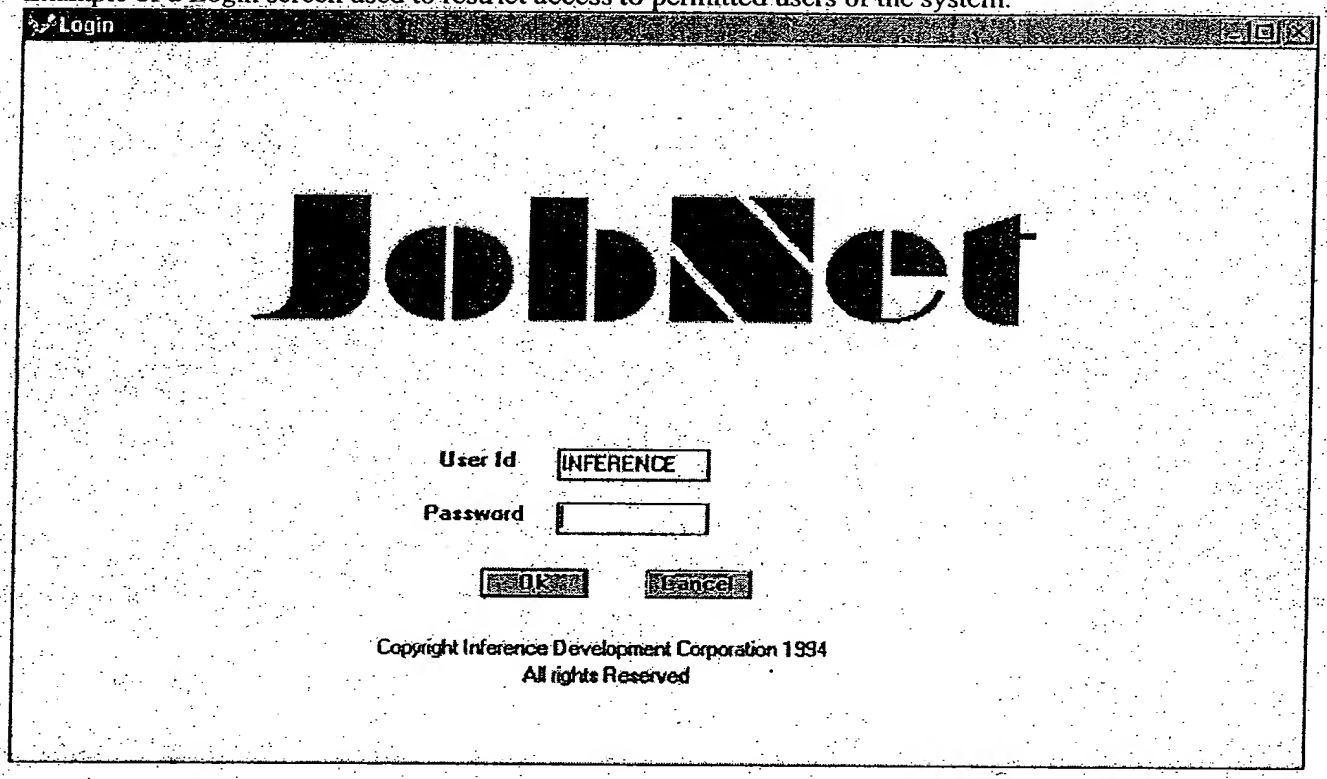


EXHIBIT R

Example of a Login screen used to restrict access to permitted users of the system.



IN THE UNITED STATES
PATENT AND TRADEMARK OFFICE

Applicant: Uday P. Nadkarni

Application No: 09/130,819

Filing Date: August 7, 1998

Title: SKILLS DATABASE MANAGEMENT SYSTEM AND METHOD

Group Art Unit: 2771

Examiner: F. Coby

Attorney Docket No: 21,411-A USA

Commissioner of Patents and Trademarks
Washington, DC 20231

DECLARATION UNDER 37 C.F.R. §1.131

1. This declaration is to establish completion of the invention in the above-identified application in the United States, at a date prior to August 10, 1995, which is the effective date of U.S. Patent No. 5,832,497. This patent was cited as prior art under 25 U.S.C. §102(e) by the examiner.

2. I am the inventor of Claims 1-20 of the above-identified patent application and inventor of the subject matter described and claimed therein.

3. Prior to August 10, 1995, I completed my invention as described and claimed in the subject application in this country, as evidence by the following:

a. Prior to August 10, 1995, I conceived the idea of providing candidates seeking employment or employers seeking to hire with a central platform to input data and/or to formulate search queries with precision by using a relational database. Also prior to August 10, 1995, I compiled executable code for instructing a computer to prompt a user for information in a hierarchical format to build a search query and to search a database for candidates that meet the

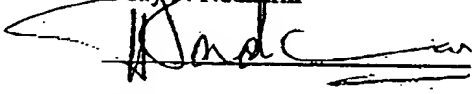
query requirements. A copy of this executable code is stored on a 3.5" diskette, which is attached hereto as Exhibit A. The code has a modification date which is prior to August 10, 1995. Other code that forms part of the invention, such as communications code, is not included in Exhibit A.

b. Using the executable code described above, a search query was generated by responding to prompts in which the profession was specified along with a category within the profession and skills and years of experience associated with the category. As evidence of the program's successful operation, a copy of the screen showing this query and the number of candidates meeting the query requirements is attached hereto as Exhibit B. A list of candidates having resumes that meet the query requirements is attached hereto as Exhibit C. Exhibit D shows one particular resume from the list shown in Exhibit C.

4. As the person signing below:

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful statements may jeopardize the validity of the application or any patent issued thereon.

Inventor: Uday P. Nadkarni

Signature: 

Residence: 52 Jamie Court
Monmouth Junction, NJ 08852

Citizenship: United States of America

M:\sjd\lucent\21455\affidavi

EXHIBIT A
1.131 DECLARATION

Applicant: Uday P. Nadkarni
Application No.: 09/130,819
Filing Date: August 7, 1998
Attorney Docket No.: P21,411-A USA
Art Group: 2771
Examiner: Coby, F.
Title: SKILLS DATABASE MANAGEMENT SYSTEM
AND METHOD

Exhibit B

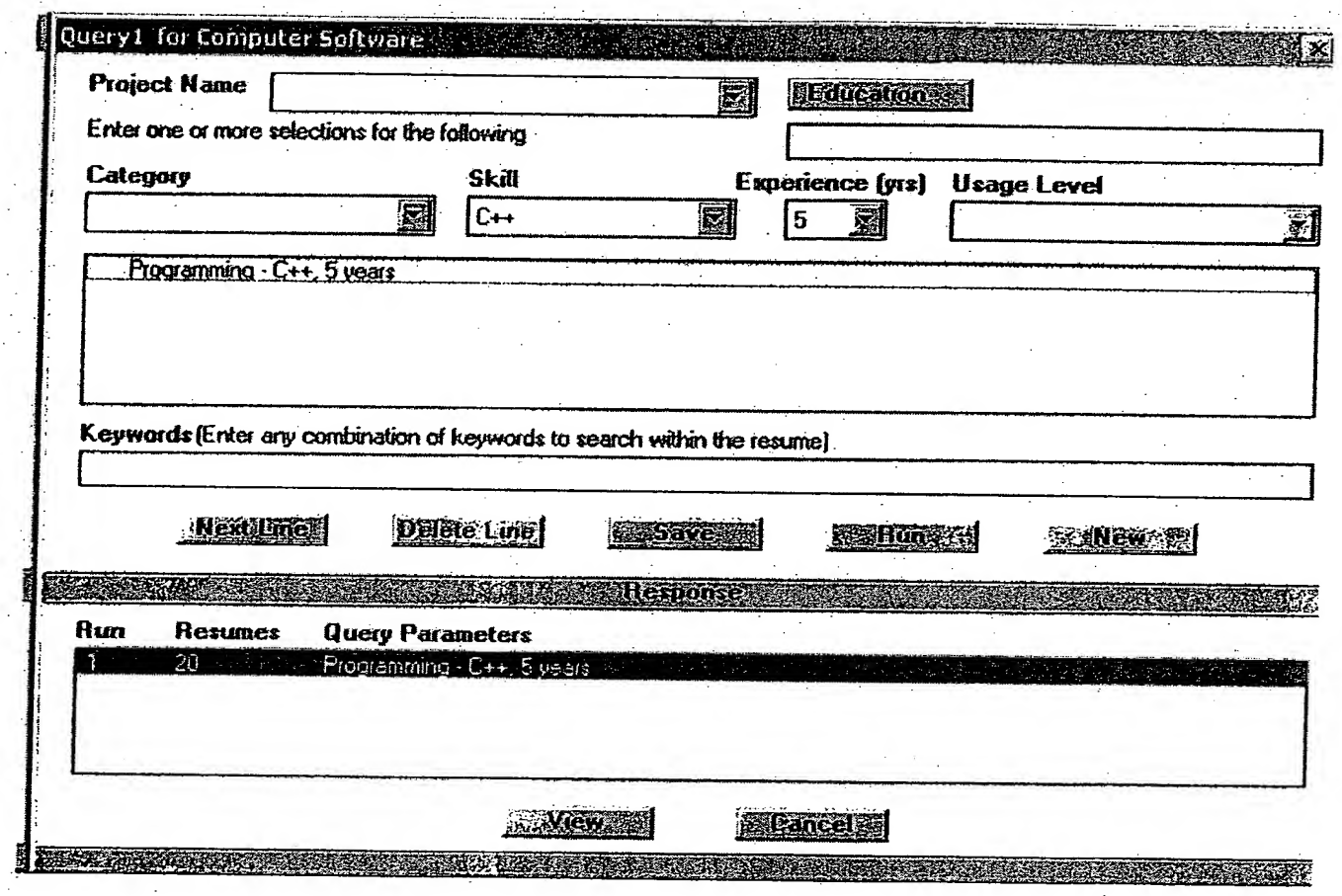

Query1 for Computer Software
Project Name
Education
Enter one or more selections for the following
Category
Skill
C++
Experience (yrs)
5
Usage Level
Programming - C++, 5 years
Keywords (Enter any combination of keywords to search within the resume)
Next Line
Delete Line
Save
Run
New
Response
Run
Resumes
Query Parameters
1
20
Programming - C++, 5 years
View
Cancel

Exhibit C

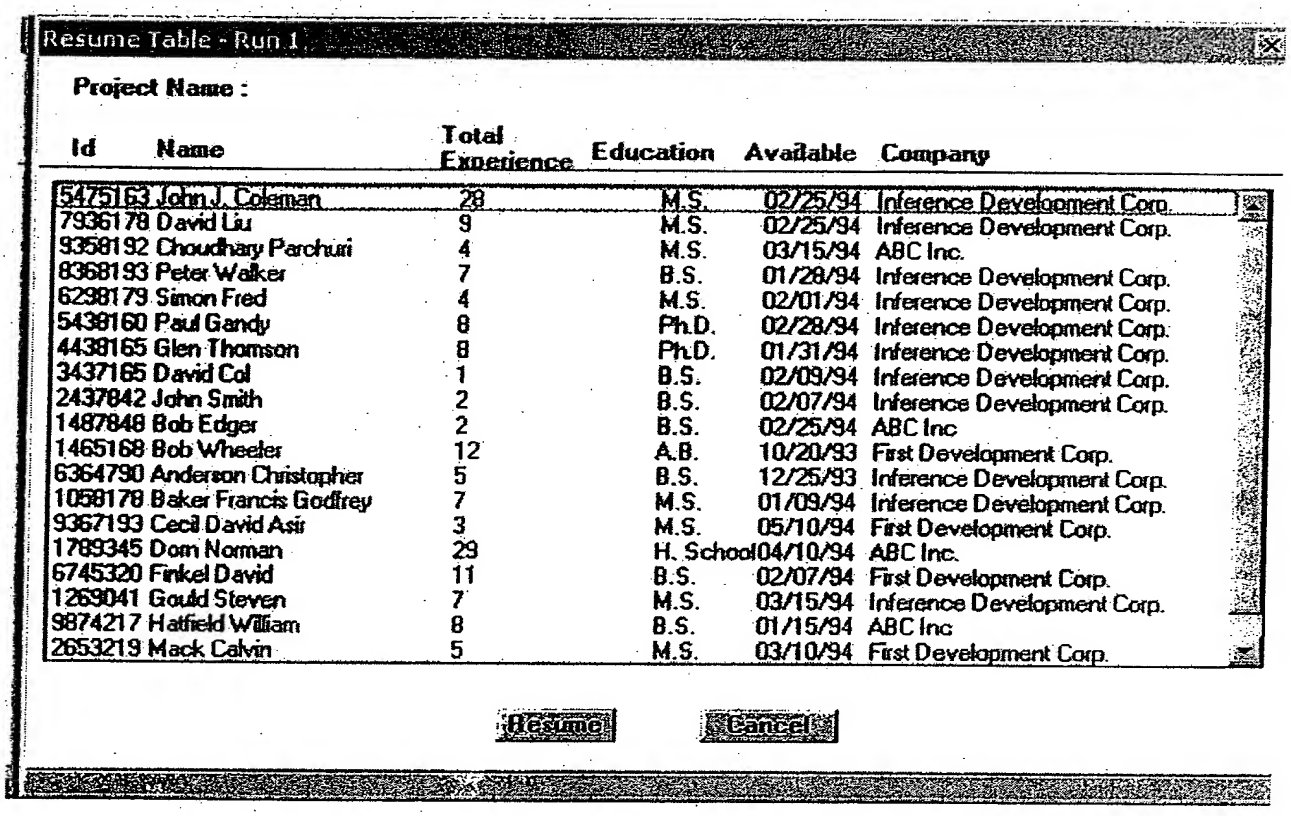
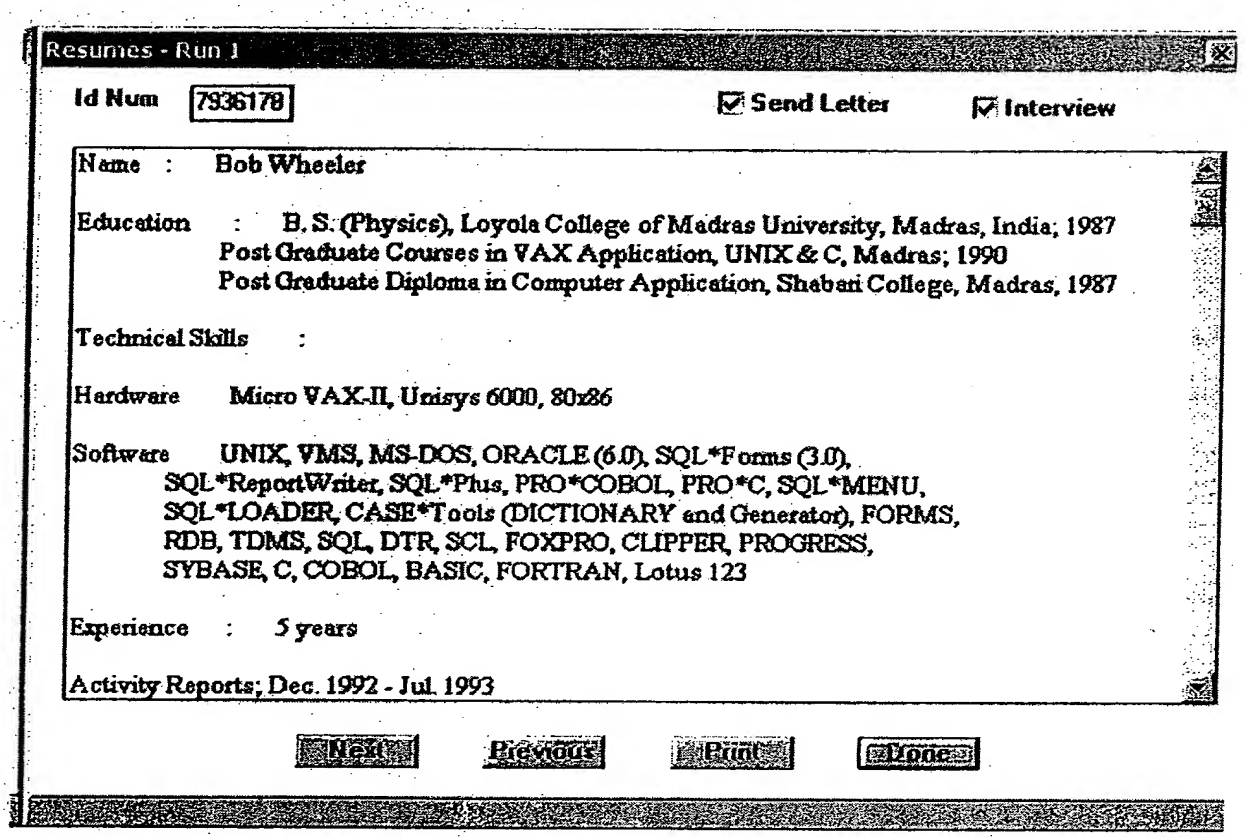

Resume Table - Run 1
Project Name :
Id Name Total Experience Education Available Company
5475163 John J. Coleman 28 M.S. 02/25/94 Inference Development Corp.
7936178 David Liu 9 M.S. 02/25/94 Inference Development Corp.
9358192 Choudhary Parchuri 4 M.S. 03/15/94 ABC Inc.
8368193 Peter Walker 7 B.S. 01/28/94 Inference Development Corp.
6298179 Simon Fred 4 M.S. 02/01/94 Inference Development Corp.
5438160 Paul Gandy 8 Ph.D. 02/28/94 Inference Development Corp.
4438165 Glen Thomson 8 Ph.D. 01/31/94 Inference Development Corp.
3437165 David Col 1 B.S. 02/09/94 Inference Development Corp.
2437842 John Smith 2 B.S. 02/07/94 Inference Development Corp.
1487848 Bob Edger 2 B.S. 02/25/94 ABC Inc
1465168 Bob Wheeler 12 A.B. 10/20/93 First Development Corp.
6364790 Anderson Christopher 5 B.S. 12/25/93 Inference Development Corp.
1058178 Baker Francis Godfrey 7 M.S. 01/09/94 Inference Development Corp.
9367193 Cecil David Asir 3 M.S. 05/10/94 First Development Corp.
1789345 Dom Norman 29 H. School 04/10/94 ABC Inc.
6745320 Finkel David 11 B.S. 02/07/94 First Development Corp.
1269041 Gould Steven 7 M.S. 03/15/94 Inference Development Corp.
9874217 Hatfield William 8 B.S. 01/15/94 ABC Inc
2653219 Mack Calvin 5 M.S. 03/10/94 First Development Corp.
Resume
Cancel

Exhibit D


Resumes - Run 1
Id Num
7936178
Send Letter
Interview
Name : Bob Wheeler
Education : B. S. (Physics), Loyola College of Madras University, Madras, India; 1987
Post Graduate Courses in VAX Application, UNIX & C, Madras; 1990
Post Graduate Diploma in Computer Application, Shabari College, Madras, 1987
Technical Skills :
Hardware Micro VAX-II, Unisys 6000, 80x86
Software UNIX, VMS, MS-DOS, ORACLE (6.0), SQL*Forms (3.0),
SQL*ReportWriter, SQL*Plus, PRO*COBOL, PRO*C, SQL*MENU,
SQL*LOADER, CASE*Tools (DICTIONARY and Generator), FORMS,
RDB, TDMS, SQL, DTR, SCL, FOXPRO, CLIPPER, PROGRESS,
SYBASE, C, COBOL, BASIC, FORTRAN, Lotus 123
Experience : 5 years
Activity Reports; Dec. 1992 - Jul. 1993
Next
Previous
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